<u>Listing of Claims</u>:

(Claims 1-44 have been cancelled and claim 45 has been added)

1-44. (Canceled)

45. (New)   A computer-aided learning method for helping a user regarding a job in a company, the method comprising the steps of:
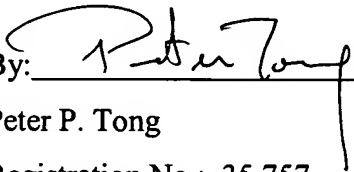
retrieving, by a computer, a job position, which identifies the one or more jobs needed to be done for the job position; and

determining, by the computer, whether learning materials should be presented to the user, with the materials helping the user learn about the one or more jobs.

Dated: October 22, 2003   Respectfully submitted,

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